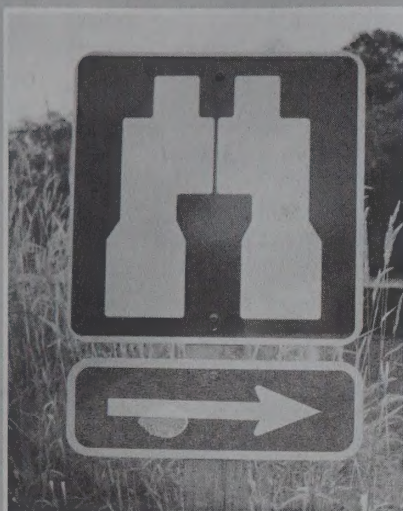


## WHAT'S NEW



## Tourism signing more popular

Tourism signing, such as the wildlife viewing area sign (above), has grown in popularity as a lure to Oregon travelers. The state's roadways are being packaged into loop tours and scenic tours to pique motorists' interests. **Story, page 5.**

## Panel supports seatbelt initiative

The Transportation Commission in June backed a proposal for mandatory seatbelt use in Oregon.

Commissioners endorsed an initiative petition that, if passed by voters in November, would expand Oregon's current law, which requires only drivers and passengers under 16 years old to buckle up.

Oregon voters defeated a similar mandatory seatbelt measure in 1988.

Petition sponsors need more than 63,000 valid signatures by July 6 to place the measure on the November ballot.

A proclamation, signed by the commission in June, states that 624 people died in street and highway crashes in 1989, that 89 percent of those killed in motor vehicles were not wearing seatbelts, and that all of the 36 states already enforcing seatbelt laws report significant drops in traffic fatalities and serious injuries.

Oregon's 1989 highway fatality rate was 41 percent higher than Washington state's, which implemented a mandatory seatbelt law in 1987.

## Task force studies energy conservation

Volunteers are needed to serve on the Concerns of the '90s Task Force, responsible for examining ODOT's energy-conservation efforts as its nears the 21st century.

The group will study what the department can do to make best use of its available resources, such as recycling. For more information, contact Marta Erickson in the Director's Office, 378-6388.

## Summit scene



This photograph of the McKenzie Highway (Oregon 242), taken shortly after the snow route opened to traffic, took first place in the 1990 ODOT Photo Contest. Shot by Martha Sartain of the Bridge Management Program, Highway Division, Salem, the composition shows bear grass, visible to the left, and a lava flow, shown in the background on the right. The second- and third-place photos can be seen on page 4 of this issue.

# Investigation leads to arrests

A nine-month investigation into the state Highway Division's Equipment and Services Unit has led to the arrest of at least 14 employees on charges of theft, bribery and misuse of state property.

An Oregon State Police investigation is continuing.

State Highway Engineer Don Forbes said the investigation began last fall, when Highway Division employees reported their suspicions of wrongdoing. A financial audit by the Secretary of State's Office and a separate Oregon State Police investigation followed, and a grand jury was convened to review the findings, according to Sgt. Walt Wagner of the Oregon State Police.

Accused is a former storekeeper of the division's Salem satellite truck shop, Jerome Vezina, for allegedly selling used truck diesel engines. The indictments also accuse Melvin Slagle, a former Salem chief storekeeper, and Franklin Lewis, a storeroom supervisor in Bend, of soliciting bribes from vendors.

Other employees in the regional Equipment and Services shops in Salem, Bend and La Grande were charged with stealing or misusing equipment and parts, such as tires, batteries, steel and fence posts. At press time, eight of the 14 accused Highway Division employees held managerial positions. A former employee of Freightliner, Inc., Milwaukie, also was charged with aggravated theft for his involvement in the diesel engine theft. That crime does not involve the Freightliner corporation.

Aggravated theft occurs when the

accumulated value of the stolen property exceeds \$10,000.

"It's unfortunate," Forbes said following a mid-June news conference. "Any large organization is going to be subject to this from time to time."

"It is a difficult process; I know it has caused a lot of disruption and discomfort. But it was the right thing to

do," he said. "There have been continuing rumors and speculation about possible illegal activities. To end them—either prove them or refute them—we asked the Oregon State Police to investigate thoroughly. It is discouraging that there was enough evidence to arrest people, but we will not tolerate the kind of activity being alleged."

***'It is a difficult process; I know it has caused a lot of disruption and discomfort. But it was the right thing to do.'*—Don Forbes, State Highway Engineer**

The Highway Division employees will be placed on paid administrative leave, according to Forbes. They are presumed innocent and will be paid while their cases are pending. "Most Highway Division employees are honest and want to do a good job," Forbes said. "It's tough when the spotlight is on and the news is negative. I know we can recover, though, and go on showing the public that we can do the job."

The defendants from Marion County include:

- Jerome Vezina, former storekeeper of the Salem satellite truck shop.

charged with felony aggravated theft and three counts of first-degree theft.

- Terrence Bonn, truck shop supervisor, Salem, charged with first-degree theft, five counts of misapplication of entrusted property, four counts of second-degree theft, and five counts of official misconduct.

- Melvin Slagle, former chief storekeeper, Salem, now retired, is charged with receiving a bribe.

- Jimmie Nash, sign shop supervisor, Salem, is charged with two counts of misapplication of entrusted property, and two counts of official misconduct.

The defendants from Deschutes County include:

- Jim Lopez, sign shop employee, Bend, charged with first-degree theft and official misconduct.

- Franklin Lewis, storeroom supervisor, Bend, charged with two counts of receiving a bribe, second-degree theft and official misconduct.

**See ARRESTS, Page 4**



## DIRECTOR'S COLUMN

## Jackson's vision endures the decade

By **BOB BOTHMAN**  
*ODOT Director*

It was with great regret that I learned, while preparing this column, of the death of Helen Jackson, widow of the late Glenn Jackson, a former Oregon Transportation commissioner and state leader.

It doesn't seem possible to me that it has been 10 years since Glenn's death. He certainly lived an unprecedented commitment to Oregon's transportation system during the 1960s and 1970s. That was when interstate freeway construction was in its heyday, Oregon was in a period of major growth and expansion, and the Oregon Department of Transportation was born. During his tenure on the commission, Glenn helped create a vision for a modern transportation system to satisfy the need of Oregonians to travel in their work and play.

Glenn Jackson was a man of vision. And he combined that insight with a spirited ability to make those visions reality.

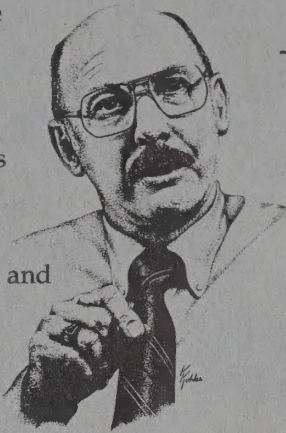
Glenn's entire life story points to the dynamics of this great Oregonian. His ambitions carried him from selling appliances in Albany for a power company, to becoming that business's chairman of the board. He combined his private-industry knowledge with his politi-

cal power, and he got things done.

As I've watched the department mature substantially over the last several years under the present commission chairman, Mike

face swelling urban populations and a corresponding economic growth. Our land-use planning effort in Oregon is second to no other state, and our Access Oregon Highways pro-

**Glenn Jackson combined his private-industry knowledge with his political power, and he got things done.**



Hollern, I often wonder what Glenn Jackson would think about Oregon's current economic and transportation directions. After a decade of recession, the state once again is growing, becoming economically stable and providing significant challenges for someone to come forth with visions of the future—and the political ability to carry out those visions.

In the 34 years since the launching of the interstate freeway system, we've witnessed a wave of growth. In the past 20 years alone, traffic volumes in Oregon have doubled, and we've faced a number of environmental problems stemming from the growth and expansion of our state highway system.

I believe that, at this point, Oregon is in really good shape. I've had the opportunity to travel in a number of states and compare our highways and transit systems to theirs, and that experience has reinforced my opinion of our progress.

However, if we look at Oregon's growth in the next 20 years—perhaps be so bold as to consider its growth in the next 50 years—we

gram is beginning to ease travel between our urban areas. But is it enough to say that better roads will provide people with adequate mobility?

Imagine this, if you will.

High-speed trains are now being designed in a number of states, including California, Texas, Florida, Wisconsin, and the northeast corridor from Boston to Washington, D.C. I'm convinced that, in the next several decades, we'll be seriously considering high-speed trains for the Willamette Valley. Beyond that, I see a need to establish a transportation link between Los Angeles and Seattle. And, supposing that idea comes to pass, how would Oregon be affected, as the state that lies between California and Washington? To me, it means providing a link with light-rail transit systems so the Seattle-to-L.A. high-speed rail system can ease the traffic burden on highways by carrying people and freight.

It's not so far-fetched, if you think about it.

If Glenn Jackson were alive today, I believe he might be dreaming those dreams, too.

## Letters



### Bridge lights rekindled

Dale Allen,  
 Region 4 Engineer,  
 Highway Division,  
 Bend:

On behalf of the users of The Dalles Bridge, I would like to thank you again for your decision to turn the lights back on. We sincerely appreciate the convenience and safety of the lights.

The lighting ceremony focused attention on our area and maybe it helped promote a growth in cooperation between our two states.

**DARLENE BLEAKNEY**  
 Dallesport, Wash.

*(The lights on The Dalles Bridge, turned off during the early 1970s energy crisis, were rekindled in mid-May to improve safety for drivers crossing the bridge at night, especially in winter.—Editor)*

### Friendly, able people

Chet Anderson,  
 District 9 Maintenance Supervisor,  
 Highway Division,  
 The Dalles:

This spring my wife and I were traveling north on U.S. 97 about three miles south of Moro when my car's left rear tire blew out. I am 76 and have very bad knees, so changing a tire is almost impossible. Fortunately, a car stopped and its driver said he would go into Moro to find someone to help.

State Highway Division workers came to where I was and, after quite a struggle, they removed the wheel and put on an emergency-use tire. They followed me into Moro to locate a new tire without success, and then sent me onto Biggs Junction, where I got a replacement tire.

I can't tell you how much I appreciate the friendly and competent help the

Oregon highway people extended to me. You should be most proud of people like this in your organization.

**S.W. HAWKES**  
 Yakima, Wash.

*(The three Highway Division employees who helped Hawkes are Dave Nays, the Moro Section supervisor, and highway maintenance specialists Jerry Cnossen and Bill McKinney.—Editor)*

### Fine cycling scenery

Dick Unrein,  
 Bikeway Program Manager,  
 Highway Division,  
 Salem:

We are presently planning our second cycling trip down the Oregon Coast and would appreciate it if you would send us an Oregon Bicycling Guide and Oregon Coast Bike Route Map.

I would also like to express my sincere thanks and appreciation for maintaining U.S. 101 and allowing cyclists to feel safe while traveling along one of the most scenic coastal roads in the world.

**JOANNE HOLME**  
 Vancouver, B.C.

### Caring for roadways

Terry McArtor,  
 District 12 Assistant Maintenance Supervisor, Highway Division,  
 Pendleton:

I would like for you to know how pleased I am with the condition of U.S. 395 between Nye Junction and Ukiah. The highway and its shoulders are in the best condition in the 30 years I've been in Pendleton.

I drive to work in Ukiah on this road every day and have seen its continuous improvement over the past three years. Jim King, the Ukiah section super-

visor, and his crew are to be commended for their efforts, which have been noted by many travelers.

**SCOTT HANCOCK**  
 U.S. Forest Service  
 Ukiah

### Working partnership

Eldon Everton,  
 District 1 Maintenance Supervisor,  
 Highway Division,  
 Astoria:

One of your toll collectors, Peggy Tile, was instrumental in assisting our department apprehend an intoxicated driver this spring. Her prompt action in reporting the person, then providing further details to the officers helped in accomplishing one of our primary objectives in the Patrol Division—to remove from our highways persons who drink and drive.

Over the past years, the troopers in our department have enjoyed a close working relationship with your toll collectors. Our troopers have provided important information regarding the bridge condition and traffic situation, while the toll collectors have assisted us in a number of DUII arrests.

**LIEUTENANT R.A. PENDLETON,**  
 Oregon State Police  
 Astoria

### Proud taxpayer

Ken Hilton,  
 District 4 Maintenance Supervisor,  
 Highway Division,  
 Corvallis:

My son had borrowed my pickup truck and was driving along Oregon 20 in adverse weather when the transmission failed. He was stranded with four other Oregon State University students. Thanks to Assistant District Maintenance Supervisor Don Jordan and members of the Santiam Pass maintenance crew for coming to his aid.

The Santiam crew contacted Don Jordan in Corvallis by radio, and Don called me. Working with the mainte-

nance crew, I was able to communicate my plans to my son, and we averted what could have been a complex and potentially dangerous series of events.

As a taxpayer, I'm proud to have people like Don and your district maintenance crew working for Oregon. They are indeed professionals.

**WILLIAM RUTHERFORD**  
 Tualatin

### Spared the bridge

John Grassman,  
 District 3 Maintenance Supervisor,  
 Highway Division,  
 Salem:

I wish to thank McMinnville Section Supervisor Dick Thomas for assessing the condition of a large, rotting oak tree near the Three Mile Lane Bridge. The tree was ready to fall, possibly toward the bridge, and Dick and his crew quickly pulled down the tree and spared the bridge.

**HERMAN JOHANSEN**  
 McMinnville



### ODOT NEWS

**Oregon Transportation Commission**  
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## Taking shape



Work continues at a brisk pace on the replacement Alsea Bay Bridge, on U.S. 101 near Waldport. This photograph, looking to the south toward the town of Waldport, shows the new structure emerging from the bay, revealing the modern bridge design. The \$42.4 million bridge is expected to be complete by mid-1991.

# Joint project eases horse transport

Horses now can take a breather along with their human counterparts at the Stanfield rest area off Interstate 84 west of Pendleton.

The facility marks the first time a public-private partnership has launched an Oregon horse rest area project. Its construction was a joint effort between the Highway Division and three local 4-H clubs, according to Jeannie Rostock-Meiser, project coordinator and secretary for Highway's District 12 office, Pendleton.

An early June ribbon-cutting ceremony marked its opening.

## Coastal bridges focus of study

Researchers from around the nation are in Oregon this month learning more about the state's historic bridges.

Architects and historians from as far away as Costa Rica will conduct a 12-week project which, when completed, will become part of the Historic American Engineering Record collection at the Library of Congress in Washington D.C.

The group is especially interested in coastal bridges designed by Conde B. McCullough, a long-time Oregon highway engineer, according to James Norman of the Highway Division's Environmental Section.

Norman said as many as 30 bridges will be documented, including 18 that were designed and built during McCullough's 27-year tenure with the Highway Division. Ten of those bridges, located along U.S. 101, are considered some of the most historically significant, innovative and aesthetic bridges in the country, according to Norman.

Located east of the existing rest area, the horse rest area features an 80-by-100 foot exercise corral with a five-foot fence, and a 90-by-100 foot graveled and fenced access area where the animals can unload safely, without traffic interference. Signs have been placed by the freeway to alert motorists of the horse rest area, and others provide directions to the facility from within the existing rest area.

The horse rest area will be maintained by three local 4-H clubs—the Oregon Trail Riders of Echo, and the Trail Dusters and E-Z Riders, both of Hermiston—with assistance from the Highway Division.

If the Stanfield pilot project proves successful, other horse rest areas may be constructed around the state, according to Don Neron, buildings superintendent, Salem.

## WASHTO names Bothman to post

ODOT Director Bob Bothman accepted the president's gavel during the annual meeting of the Western Association of State Highway Transportation Officials in Reno, Nev., in June.

Bothman will serve as WASHTO president until July 1991. Bothman named John Elliott, ODOT's assistant director for Strategic Planning and Communications, as WASHTO secretary/treasurer. Elliott will assist Bothman with WASHTO responsibilities. Richard Backes, North Dakota Department of Transportation director, will serve as WASHTO vice-president.

WASHTO is a policy-setting coalition of 17 western state transportation agencies.

# Three join Parks in top-level slots

The Parks and Recreation Department in June hired two region supervisors and an assistant director for administrative services.

Jack Wiles, formerly deputy director of Alaska State Parks, replaces Ken Lucas, who retired as Region 1 supervisor. Wiles holds a master's degree in natural resource management, has varied experience in Alaska resource agencies, and has served as an advisor to Iran to establish a national parks system.



Tutor

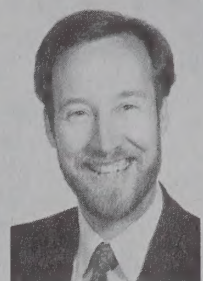
Region 1, based in Portland, covers state parks in the Willamette Valley and Columbia River Gorge.

Craig Tutor was selected as supervisor of Region 2, which includes state parks in the three north coastal counties with an office in Tillamook. He replaces Darald Walker, who retired. Tutor, previously manager of Fort Stevens and South Beach state parks, also has been a park aide, ranger and planner during his 13-year Oregon State Parks career.

A graduate of Oregon State University in resource recreation man-

agement, he has been active in many community and professional organizations.

Kathryn Ryan serves in the new position of assistant director for administrative services in the Salem office.



Wiles



Ryan

Created during formation of the Parks Department, the position supervises the Budget and Fiscal Unit and Administrative Support Unit. Other responsibilities include development of policies and procedures and work on special projects.

Ryan previously held a similar position in the northern region office of California State Parks, after serving for 12 years in other California state agencies. She holds a bachelor's degree in environmental studies and a master's in business administration.

# CDL training lauded for its responsiveness

Training for the Motor Vehicles Division's Commercial Driver Licensing program in June garnered one of the State Management Association's prized "Investing in People Awards."

It won SMA's Training Program of the Year Award, which included competition from the Adult and Family Services' entry "Employee Specialists in Transition," and the Office of the State Fire Marshall's entry, "Hazardous Materials Training Program."

Nearly all of the 1,600 Highway Division employees who operate medium and heavy trucks are required to relicense under the federally mandated Commercial Driver Licensing law. Gene Rushing, training coordinator with

the Highway Division's Equipment and Services Unit, assembled a team of trainers, developed a training program and implemented that program statewide, according to John Sheldrake, field operations engineer, who submitted the nomination.

Licensing examination pass rates for division employees has been greater than 95 percent, and other state and local government agencies, and school districts, have inquired about the multimedia training program.

Rushing melded source material from private organizations and the Motor Vehicles Division, and developed an implementation package, a training-the-trainer session and sample testing.

## NEWS BRIEFS

### First scholarship raffle drawing July 17

The first Jackson Scholarship Raffle drawing will be held at the July 17 Transportation Commission meeting in Burns.

Raffle ticket sales have generated \$1,796 as of press time, according to Judy Gregory, co-chair of the Jackson Scholars Advisory Committee. The fund-raiser was created to earn the \$30,000 needed to reach the \$250,000 goal for a self-sustaining scholarship program. Tickets sell for \$1 each.

### Transit grants to help fund vans, buses

Six nonprofit agencies will split more than \$1 million in public transportation funding designed to help provide transportation services for elderly and disabled Oregonians.

The 90 percent matching grants, distributed through the Public Transit Division's Small City and Rural Area Transit Assistance Program, will help purchase nine vans and buses for agencies in communities outside the Portland, Salem, Eugene and Medford areas.

### McKenzie Pass opens unusually early

The McKenzie Pass, east of Sisters on Oregon Route 242, was reopened to traffic June 21, three weeks earlier than in 1989.

The high-elevation road is closed each winter because snowplows cannot negotiate its hairpin curves. The Highway Division tries to reopen it by the Fourth of July, although it was last opened for travel on July 12, 1989, the third latest opening since the division began keeping records in the 1920s.



## Photo contest winners



The Union Pacific 8444 train (above) nears The Dalles as it was captured on film by Allan Hansen, Roadway Design, Highway Division, Salem, for second place in the annual ODOT Photo Contest. The third-place photo (on right), taken by David Stitz, Office of Operations, Maintenance and Construction, Highway Division, Salem, contrasted the Alsea Bay Bridge with a crane (visible in background) used to construct the replacement structure.



## Networking expands options

Networking can mean different things to different people—a framework of interpersonal relationships, maybe a patchwork of radio stations. If you're a computer technician, it's one of the hottest growth areas in the computer field.

Networking is the tying together of several video display terminals or personal computers with a larger host computer so that information can be shared and the power of the main computer can be used more effectively.

Don Flesch, supervisor of ODOT Network Control, said computer networking is revolutionizing the way business is being conducted throughout the department and nation.

The power of ODOT's IBM 3090 mainframe computer flows to more than 2,700 terminals statewide. Flesch said that number is expected to double in the next three years.

Network Control, located in the Revenue Building, Salem, is responsible for designing, installing and maintaining all the lines and terminals attached to the mainframe computer. In existence for fewer than 10 years, the work unit was the outgrowth of customer complaints.

"Network Control was formed when my boss wanted someone to handle the phone calls from people whose terminals wouldn't work," Flesch said. "I told him that I didn't have any experience handling line problems, and he told me that was fine, that no one else did, either."

The work unit now has five people who respond to problems and installation from Monday through Friday. Backup support is provided by the com-



Don Jorgenson (foreground) and Don Flesch of Network Control investigate a system malfunction.

puter operations staff at night and on weekends.

Flesch predicts the future holds substantial change.

"Some of the things you will see are an increased use of fiber optics, the use of highly accurate digital transmissions

and video screens with more and more colors," he said. "It won't be long before employees in the field can use ODOT's main computer while they're in the field, miles from their office by plugging their battery-powered, portable laptop computer into a portable phone."

### REMEMBERING

William Miles King, engineering technician 4, Highway Division, Salem, died May 7. King, who was 61, retired from Highway in 1984 after serving Highway for 31 years.

Walther Maillet, highway maintenance foreman 1, Highway Division, Adel, died May 8. Maillet, who was 63, retired from Highway in 1984 after serving Highway for 13 years.

## Arrests continue

Continued from Page 1

- Michael Penhollow, sign shop supervisor, Bend. Penhollow is charged with official misconduct, three counts of first-degree theft, second-degree theft, three counts of solicitation and tampering with physical evidence.

- John Graf, highway shop superintendent, Bend, charged with two counts of third-degree theft, two counts of third-degree theft of services, and second-degree theft.

The defendants from Union County include:

- Robert McNeil, shop foreman, La Grande, charged with second-degree theft, misapplication of entrusted property and two counts of conspiracy.

- Adrin Pointer, heavy equipment mechanic, Tillamook, charged with two counts of third-degree theft, and two counts of misapplication of entrusted property.

- Cecil Thorne, heavy equipment mechanic, La Grande, charged with two counts of third-degree theft, and misapplication of entrusted property.

- Tim Olds, heavy equipment mechanic, La Grande, charged with second-degree theft, misapplication of entrusted property and two counts of conspiracy.

- Don Anderson, maintenance shop supervisor, La Grande, charged with three counts of falsifying business records, two counts of criminal conspiracy, first- and third-degree theft, three counts of misapplication of entrusted property, and three counts of first-degree official misconduct.

- Frederick Crow, heavy-equipment mechanic, La Grande, charged with two counts of second-degree theft, misappropriation of state property and criminal conspiracy.

A media account incorrectly reported that the Highway Division is launching its own investigation after the Oregon State Police investigation is complete.

### HISTORY

#### JULY 1985

- A signal technician, Jeffrey Jarrott, of the Traffic Signal Services Unit, Salem, planned to teach electrical theory to high school students in Zaire, Africa, during a two-year assignment with the Peace Corps.

- The cold in-place asphalt recycling method was tried on about 35 miles of the Klamath Falls-to-Lakeview Highway (Oregon 140) and a similar recycling job between Sisters and Redmond. The process involves grinding up existing pavement, mixing it with new asphalt and putting it back as new. The recycling work was believed to be the longest cold-planing work of its kind in the nation.

- The 1984-85 gas tax increase allowed the Highway Division to supplement Oregon Youth Litter Patrol revenues with maintenance funds.

#### JULY 1980

- Glenn Jackson, former chairman of the state Highway and Transportation commissions, and the individual most credited for development of Oregon's modern highway system and transportation policies, died June 20 of cancer.

- A major eruption of Mount St. Helens in mid-May gave Portland-area maintenance crews their initiation into the ash removal business. One-half inch of the grimy ash fell.

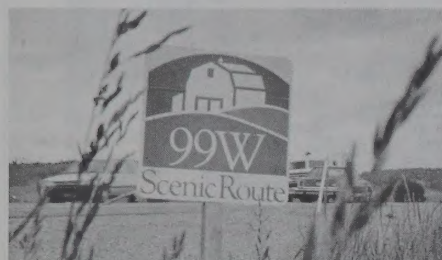


# Demand for tourism signing grows

Motorists are being asked by some tourist-conscious counties to move out of the fast lane and take a more leisurely drive through Oregon's scenic countryside. The lure, used by local tourism officials, is tourism signing.

And as the state's economy has grown, so has the demand for tourism signing.

"It's something that really has ballooned," said State Traffic Engineer Dwayne Hofstetter.



Consider, for example, how the counties between Tigard and Eugene diverted motorists off Interstate 5 and onto Oregon 99W. Drivers are directed to the 122-mile scenic tour route by signs placed along I-5. Members from the five counties along the route formed the 99W Corridor Alliance, pooling their efforts to attract traffic to towns, parks and historic sites off the beaten path.

It was the first scenic tour route in Oregon to be recognized with signs along I-5. Two signs were placed in the Tigard and Eugene areas, where 99W begins and ends.

Signs featuring a barn and rolling hills were placed about every 10 miles along the scenic route, and a brochure with a map of 50 of the route's attractions were distributed to tourist centers.

Other tourism signing has since sprouted along Oregon's roadways.

Some examples include:

- Wildlife viewing signs—made possible through a partnership of government agencies, conservation groups, private companies and individuals—direct travelers to areas statewide that are diverse in wildlife.

- The Klamath Lake Tour Loop, in Klamath County, diverts motorists from U.S. 97 and other highways, and around Upper Klamath Lake and Agency Lake.

- The McKenzie-Santiam Tour Route, described in its promotional brochure as covering "an area of expansive scenic beauty sweeping from arid high desert to open ranch country and beyond to soaring snow-covered peaks." The route includes U.S. 26 and 20 and Oregon routes 126 and 242.

- The Washington County Scenic Loop, which boasts an abundance of wine vineyards, rolling farmlands, forests, lakes and orchards.

Hofstetter said the Highway Division cooperates with tourism-oriented groups to ensure proposed routes comply with state requirements, with an emphasis on safety.

"Safety is our primary consideration," he said. "We also check to make sure tourism groups' plans are not in conflict with the environment and that the signs are easy to read."

Hofstetter said the division is becoming concerned with "sign clutter" as the demand for tourism signing grows. One way to keep the signing effective and easy to read is to establish clear expectations for a proposed tourism route and to coordinate the groups involved with establishing the route.

"This is a great opportunity for us to promote Oregon's tourism and unique scenery," Hofstetter said.



Kathi McConnell and Orville Gaylor of the Traffic Engineering Section, Salem, consider the variety of Oregon tourism signing (above), while a sign along the 99W Scenic Route guides travelers (on left).

## Nealy joins DMV ranks

Linda Nealy, formerly with Oregon State University's personnel department, has been selected personnel manager of the Motor Vehicles Division. She replaces Doris Miller, who retired.

Nealy worked at OSU for six years as assistant director of human resources. Before that, she spent 10 years with the state Employment Division, where she worked as a personnel analyst. She considers DMV and the Employment Division "organizationally comparable" because they share large staffs that work statewide.

She emphasized a need to familiarize herself with DMV's people and programs before implementing substantial change.



Nealy

## New office, more space

The Motor Vehicles Division this month will seek \$166,674 from the Legislative Emergency Board to resume construction of its new Astoria office.

Planning for a new Astoria office, which is to have more space than the existing one, has been complicated by higher-than-anticipated construction bids and the need to satisfy Department of Environmental Quality regulations. Because the new facility is being built on property once used by the Highway Division, DMV needed to remove underground fuel tanks, according to Russ Graham, assistant administrator of Motor Vehicles' Field Services Branch.

The Transportation Commission in June approved Graham's request to appear before the E-Board for the additional construction money.

## Most pass CDL test

The exam pass rate for the Motor Vehicles Division's Commercial Driver Licensing program is better than originally thought.

Dan Dlugonski, DMV Public Affairs, said that, in April when testing began, the pass rate was about 85 percent, compared to the projected 50 percent pass rate. Dlugonski attributed that to the use of group training and testing. Also during that month, about 2,000 drivers of commercial motor vehicles took the test; DMV had projected that an average of 5,000 would take the test each month.

Nearly 120,000 Oregon commercial motor vehicle operators will need to be retested by DMV before April 1, 1992.



Dan Boyle, associate transportation engineer (on left), and Project Manager Robb Paul look over the Third Bridge Project, Grants Pass. Construction on the \$11.7 million project is expected to begin in 1991.

## All-Star potluck set for July 19

A picnic honoring the finalists and winners of the first All-Star Awards will be 6-9 p.m. July 19 in Pringle Park, Salem.

The award is the first employee recognition program of its kind for Central Services Division employees.

The gathering will be an informal, family oriented potluck, according to Office of Productivity Manager Mel Galvin, who chaired the award's selection committee.

## RETIREMENTS

years of service.

Pete Fidler, supervising transportation engineer D, Highway Division, Salem, retired in May after 37 years of service.

Richard Fleming, supervising transportation engineer D, Highway Division, Portland, retired in June after 32 years of service.

Ivan Foreman, highway maintenance foreman 2, Highway Division, Estacada, retired in June after 21 years of service.

John Johnson, transportation engineer 1, Highway Division, Salem, retired in May after 28 years of service.

Max Klotz, principle executive manager E, Highway Division, Salem, retired in June after 38 years of service.

Robert Kuenzli, principle executive manager E, Highway Division, Salem,

Beverly Ayres, word processing technician 2, Highway Division, Salem, retired in June after 31 years of service.

Robert Ayres, systems analyst 1, Highway Division, Salem, retired in June after 31 years of service.

Jerald Backstrand, supervising transportation engineer F, Highway Division, Salem, retired in June after 39 years of service.

Vernon Blomker, highway maintenance worker, Highway Division, Central Point, retired in June after seven years of service.

Joyce Dawson, production control scheduler 1, Central Services Division, Salem, retired in June after 19 years of service.

Glen Fairchild, highway maintenance specialist, Highway Division, Grants Pass, retired in May after 26

retired in June after 42-plus years.

Barbara McCracken, motor vehicle representative 1, Motor Vehicles Division, McMinnville, retired in June after 21-plus years of service.

Wayne Schulte, transportation engineer 2, Highway Division, Milwaukie, retired in June after 31 years of service.

Darlene Steward, office specialist 2, Central Services Division, Salem, retired in June after 32 years of service.

William Thompson, transportation engineer 2, Highway Division, Salem, retired in June after 30 years of service.

David Willhite, supervising transportation engineer D, Highway Division, Portland, retired in June after 31 years.

Harry Woodward, supervising transportation engineer D, Highway Division, Portland, retired in June after 30 years of service.



# Creating room for a view

The Highway Division is exploring ways to improve scenic views along the Oregon Coast.

A vegetation management study, prompted by Curry County Commissioners and local residents, aims to enhance the visual experience for travelers along U.S. 101.

The Highway Division has enlisted the services of the University of Oregon's Community Planning Workshop to study how best to improve ocean views through selective vegetation thinning and removal.

Mark Shippen, transportation analyst, said the pilot study will focus on a 15-mile section of U.S. 101 between Gold Beach and Brookings. He said findings from the study will be used for developing proposals to improve and preserve ocean views that recently have been obstructed.

"In the early 1960s, the section of highway between Cape Sebastian and Whaleshead Cove was realigned to closely follow the shoreline, offering spectacular views near shore islands, headlands and beaches," Shippen said. "A limited Highway Division budget and staffing level constraints have hindered our efforts to prevent the growth of trees and brush from partially obscuring some views. It is our aim to reverse this trend through a program of sensitive vegetation removal."

Throughout a series of public meetings, Oregonians have been offered a visual explanation of vegetation management. By using computerized video imaging, Highway showed how vegetation removal can improve scenic views, according to Shippen.

## SAFETY AWARDS

Crews that recently have earned the SAIF Achievement or ODOT Excellence awards for working continuously without time-loss injuries include:

Bend Equipment Shop; John Graf, supervisor; 150,000 hours.

Bend Weighmaster Crew; Bruce Ward, supervisor; five years.

Klamath Falls Port of Entry; George Hagerman, supervisor; five years.

District 7 Electrical Crew; John Bennett, supervisor; six years.

The Dalles Section Crew; Bill Whiteacre, supervisor; two years.

Warm Springs Junction Maintenance Crew; Bill Coles, supervisor; six years.

Mitchell Section Crew; Patrick Perry, supervisor; four years.

Bend Section Crew; Don Eppers, supervisor; two years.

Lakeview Section Crew; Joe Bonnarens, supervisor; two years.

District 11 Bridge Crew; Randy Bednar, supervisor; two years.

Pendleton Landscape Crew; Bob Lee, supervisor; two years.

Elgin Maintenance Crew; Mel Ward, supervisor; 400,000 hours.

## Jackson scholar to address retirees

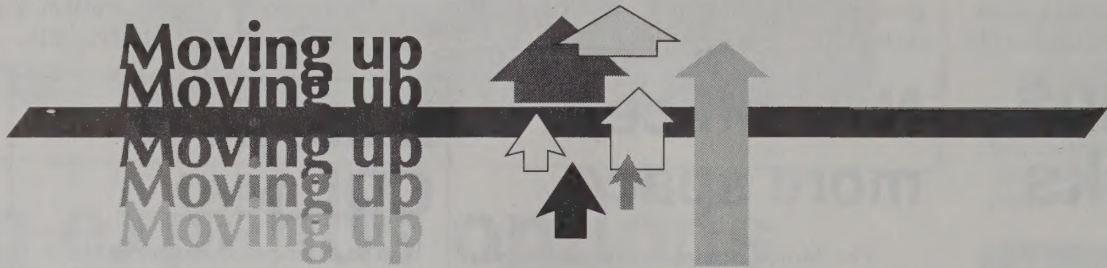
Glenn Jackson scholar Kurt Lulay will speak at the Aug. 7 Highway Retirees luncheon.

Lulay, son of State Bridge Engineer Tom Lulay, Salem, will discuss the scholarship program and his summer internship plans with the Highway Division. The quarterly luncheon is scheduled for 11:30 a.m. at Myrl's Chuckwagon & Buffet, 2265 Lancaster Dr. N.E., near the BiMart Store in Salem.

## Way back when



Computer operators at the Motor Vehicles Division's Salem headquarters enter data into computers in this 1967 photograph. The conversion of DMV's records to computer began in 1965, with employees working three shifts to enter records. Oregon's DMV became the first motor vehicles agency in the nation to use on-line computers for document processing, in 1969.



## Motor Vehicles Division

Sandra Brown, support services supervisor 2 to support services supervisor 3, Salem.

David Forsythe, motor vehicle representative (MVR) 1, Gladstone, to MVR 2, Portland.

Daniel Jones, data entry operator to public service representative 2, Salem.

Deanne Mathis, data entry operator to office specialist 1, Salem.

John McBeath, MVR 1 to MVR 2, Corvallis.

Bernard Meuwissen, MVR 1, Sherwood, to MVR 2, Beaverton.

Clinton Monk, MVR 1 to MVR 2, Portland.

Kathy Purdy, office specialist 2 to administrative specialist 1, Salem.

Cheryl Temple, MVR 1 to MVR 2, Portland.

## Highway Division

Bruce Bercot, engineering specialist 2 to associate transportation engineer, Portland.

Michael Berry, engineering specialist 1 to associate transportation engineer, Bend.

Robert Bryant, transportation engineer 2 to supervising transportation engineer D, Bend.

Steve Davis, geologist 2 to geologist 3, Salem.

Richard Dominick, transportation engineer 1 to transportation engineer 2, Salem.

James Dumler, associate transportation engineer to transportation engineer 2, Bend.

Mike Dunning, associate transportation engineer, Eugene, to transportation engineer 1, Salem.

Scott Failmezger, engineering technician 1 to associate transportation engineer, Milwaukie.

Michael Flanagan, highway maintenance specialist to highway maintenance assistant supervisor, Pendleton.

Dale Goerke, engineering specialist 2 to associate transportation engineer, Salem.

Fred Gustafson Jr., transportation engineer 2 to supervising transportation engineer D, Salem.

Tim Hale, engineering specialist 1 to associate transportation engineer, Portland.

James Hubbard, highway maintenance specialist, Pendleton, to highway maintenance assistant supervisor, Baker City.

Horace King, highway maintenance supervisor 2 to program technician 1, Banks.

Neil Krause, engineering specialist 1 to engineering specialist 2, Salem.

Michael Laux, associate transportation engineer, Portland, to transportation engineer 1, Salem.

Charles Lemos, associate transportation engineer to transportation engineer 1, Eugene.

James McKiddy, associate transportation engineer to transportation engineer 1, Coquille.

Jay McRae, supervising transportation engineer B to supervising transportation engineer D, La Grande.

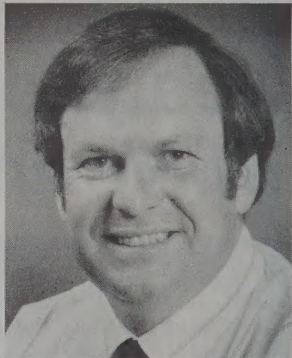
Robert Reitmajer, transportation engineer 1 to supervising transportation engineer D, Salem.

Antonio Rodriguez, engineering specialist 2, Troutdale, to associate transportation engineer, Portland.

Bruce Siemon, highway maintenance worker to highway maintenance specialist, Portland.

Timothy Smith, associate transportation engineer to transportation engineer 1, Portland

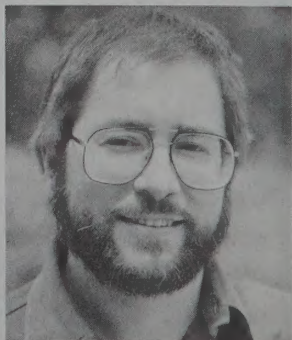
Sharon White, laborer 2 to highway maintenance worker, Portland.



Robert Reitmajer  
Supervising  
Transportation Engineer D  
Salem



Kathy Purdy  
Administrative Specialist 1  
Motor Vehicles Division  
Salem



Richard Dominick  
Transportation Engineer 2  
Highway Division  
Salem



## PROFILE: RICHARD STEYSKAL

# Keeping pace and a capacity for change

By ANDY BOOZ  
Managing Editor

Bob Dylan's 1964 song "These Times, They Are a'Changin'" might serve today's Highway Division as it enters the 1990s, a time of change, often rapid change.

Roadway construction is running at a record pace, the public is as vocal as ever in calling out its transportation needs, and the Highway Division continues to change from within.

Richard Steyskal, a Klamath Falls project manager and 26-year Highway Division employee, agrees—the 1990s mean change. But that's the nature of the business, he says, and he has no regrets about pursuing his career head-on.

"I don't back off from what I do—that's not me," he says. "I thrive on excitement."

His Highway Division experience began in the summer of 1964, as a surveyor and inspector for an Ashland crew. Later that same year, two days before Christmas, he witnessed the widespread destruction during the Flood of 1964, a force that chewed roads and washed out bridges.

Sent to Medford, where the floodwaters were most severe, he worked 16-hour days coordinating manpower and equipment during the five days when the flood waters were at their peak, then stayed on the scene for another two months to handle emergency repair bills while Highway crews repaired the worst damage and reopened the roads to traffic.

"The roads were repaired, yes. They were not in good stead, but at least they were open," Richard recalls.

Shortly after returning to his surveying and inspecting job in Ashland, he joined a construction crew charged with cutting a path south of the Siskiyou Summit for Oregon's first border-to-border freeway, Interstate 5. The project was exciting, he says, because it was a free alignment, one of the last. "I'll probably never see another free alignment again in my lifetime."

Richard gained a promotion—to office manager for Grants Pass and Eugene construction crews—but was hit in 1969 by a demotion, to technician 1, when highway funding fell short. To him, it was a shock. "It was minor when compared to the layoffs in the mid-1970s, but at the time it wasn't minor to me," he says.

More change came Richard's way in the winter of 1969, when 43 inches of snow fell in the Willamette Valley. It required 18-hour days, when he coordinated personnel and equipment to clear Oregon's roads, and get traffic moving again. Richard regained his previous job status in the early 1970s, as a highway engineer and then a region designer in Roseburg, on the construction side of highway work.

He transferred to Klamath Falls—that's home to his Czechoslovakian family—and explored the highway maintenance field as an assis-



Klamath Falls Project Manager Richard Steyskal (center) checks a grade at an Oregon 140 construction worksite with highway crew members Al Myers (far left) and Erik Havig.

tant district maintenance engineer. At the time, Richard "wanted to stay put, watch the kids go through school, and stop moving for a while."

As the eldest son of a farmer and carpenter, Richard remains close to his family. Four times each year, he and other residents of the Melin community, south of Klamath Falls, gather to celebrate their Czechoslovakian heritage.

in Richard's career.

Calculators, descendants of handcranks, have gotten smarter and smaller. Personal computers are commonplace, and CADD systems speed the drafting process. Management, too, has undergone "rapid change" in recent years, Richard says. Still, he sees organizational challenges facing ODOT, and the Highway Division in particular.

employees, it helps them to get promoted and it helps us get our work done. It's good for the organization and for the individual."

Richard's greatest on-the-job headache is balancing his staff resources and contractors' needs. "But that's why I'm a manager. That's why I'm here—to keep things going, to end up with a final product," he says. His style is just as straight-forward: "I don't back off from what I do. Sometimes that attitude gets me in trouble. But I think I treat people fairly and I like to be treated fairly."

Treating each other fairly in a work situation involves some basic ground rules, or agreements, he says. "First, don't tell me any lies. Be up front with me, and I'll be up front with you. And there is no such thing as a dumb question, but it's dumb not to ask a question when you have one."

Richard doesn't operate behind closed doors. "If people want to contact me, they do. I don't have a separate office, and I make it clear that it's okay to contact me at home."

"I try to make people feel comfortable and help them get their careers going in the right direction. I can remember when a college student who was having financial trouble asked me for a job, and I said I wouldn't hire him. I told him he would be better off staying in school. He took my advice. When he returned after graduating, he thanked me for not hiring him. Now that surprised me. But he said continuing his education was the best decision he could have made."

"I guess that's my attitude: I like people to feel proud of what they do."



***'I don't back off from what I do. Sometimes that attitude gets me in trouble. But I think I treat people fairly, and I like to be treated fairly.'***

His parents, also Melin residents, take part in the ceremonies, which involve dances and dress characteristic of their homeland.

Richard and his wife, Mary, nurtured their son and daughter as they grew up. They made time for their children, now grown, and that makes them proud.

"We have a good sense that we've accomplished something," he says. "Kids these days have so many distractions, and there just isn't enough association with family ties as there once was." An increased workload is partly to blame, he says. "I see people on our crew with young families, and they don't have the opportunity to spend much time to be with their families."

Change has been the only constant

For the second straight year, Highway is in a record construction season, with a jump in construction dollars from \$265 million in 1989 to an estimated \$350 million this season. For Richard, that translates to more work for his crew, amid the need to contain crew size.

"We can anticipate peaks and valleys in our staffing level, but we don't want to go through another layoff. It's too excruciating. But right now there's so much work that it's hard to level our crew size."

To deal with the workload demands, he emphasizes diversity through training. "We continually train our people. We try to work them through as many phases of the operation as possible. I figure that, by training our

## RETIREES REPORT

Carl Schmidt, Salem, review appraiser, Right of Way Section, Highway Division, retired in 1988.

Carl says he has kept "real busy" working at home and in his garden. His summertime focus has been on the first strawberry crop of the season and a new addition to his home. While Carl says he didn't actually do the construction, he supervised the work and did the paint-



ing.

Carl and his wife, Joyce, frequently travel to Benicia, Calif., to visit their daughter, Ruth, a 1985 Jackson Scholar, and their son, Steve. While there, Carl helps his children with their yard work. On one of their trips, they spent a night at the Frenchglen Inn and a night in Reno, Nev., before heading to Benicia.

On another trip south, they toured Yosemite National Park, which impressed Carl as being beautiful, with the rivers full and the falls spectacular. Last fall, while attending their son Glen's wedding in New England, the Schmidts toured Boston and the sur-

rounding area.

Carl is doing appraisal work for various Oregon cities and counties. The Schmidts are members of Trinity Methodist Church, and Carl leads the Trinity Foundation, a scholarship program and memorial fund. He also attends the quarterly Highway Retirees luncheons, having missed only one since he retired. Carl also keeps in touch with other Right of Way retirees by mailing notices of their semiannual luncheons.

James Hardin, Salem, senior draftsman, Bridge Design, Highway Division, retired in 1984.

Since his retirement, Jim has remodeled and built homes. He and his wife, Jean, built a house in Austin, Nev., which has an elevation of 6,500 feet. He also has remodeled a Salem rental house, which he has since sold, and has enclosed a patio on their present home to add more interior space.

Once a year, Jim travels to Palmer, Alaska, and Colorado Springs, Colo., to visit his daughters, and he also stays in touch with his third daughter, Tammy, who lives in Los Angeles, Calif. A member of the Disabled American Veterans, Jim looks forward to a veterans reunion, held annually in Claremore, Okla.



# CANDID COMMENTS

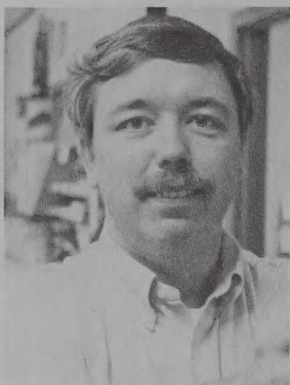
What question would you like to have asked in a future Candid Comments?

Dale Norton  
Highway Maintenance  
Specialist  
Detroit



## Dale Norton

I'd like to see what people think about the roadmaster and teamwork concepts. I understand it would mean the elimination of most foremen, and crews would be self-managing and be provided more work incentives.



John Doan  
Motor Vehicle  
Representative 1  
Hermiston DMV

## John Doan

My question is: Why does it seem like DMV is treated like the ugly duckling when it comes to attitudes toward different agencies within the Department of Transportation?



Bob Wilson  
Highway Maintenance Supervisor A  
The Dalles

## Bob Wilson

You could ask something along the line of how the roadmaster concept would affect other people. It's a new management concept, as I understand it. Region 4 (Central Oregon) is going to try it in an experimental stage, beginning in October or maybe later.



Sandy Eddings  
Motor Vehicle  
Representative 1  
Bend DMV

## Sandy Eddings

My idea for a future Candid Comments question is: How do you feel about the department's promotional system for employees and management, or should we use something other than the current promotional system?

Vicky Anderson  
Motor Vehicle  
Representative 2  
Junction City DMV



## Vicky Anderson

I have two possible questions. The first is: Why is there never enough manpower to effectively run a DMV office? And the second is: Why do we always have to beg for adequate equipment and offices?



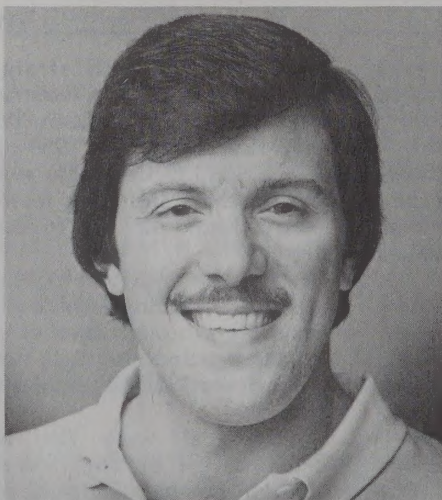
Peggy Kinman  
Motor Vehicle Representative 1  
DMV Express Office  
Rogue Valley Mall, Medford

Carla Epperly  
Motor Vehicle  
Representative 1  
St. Helens DMV



## Peggy Kinman

The question I'd like to have asked is this: Is ODOT's employee development system streamlined for people to achieve and maintain their career goals? I'd like some feedback on that—I really wonder if it's possible to go from one place to another within the ODOT system, maybe across division lines.



Tom Linn  
Motor Vehicle Representative 2  
East Portland Drive Test Center

## Carla Epperly

We could ask this: Because of your work situation, what do you feel is a worthwhile community service project for ODOT employees to become involved in? I think we all could learn a little about each other if we used that as a Candid Comments question.

Virlena Crosley  
ODOT Budget and  
Revenue Programs  
Supervisor  
Salem



## Tom Linn

The Motor Vehicles Division has dinner meetings, when top-level managers visit DMV employees around the state. I guess I'd like to know whether people within DMV think those dinner meetings are worthwhile and productive.



Janis Collins  
Highway Public Affairs Manager  
Highway Division Region 1  
Portland

## Virlena Crosley

I would like to know how people know whether they are doing a good job in their work. Is that something you're told? Is it something that's internally or externally communicated?

## Janis Collins

We could ask people to respond to this question: Name one thing ODOT could do to improve its public image.